

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT				1. CONTRACT ID CODE		PAGE 1 OF 3 PAGES	
2. AMENDMENT/MODIFICATION NO. PS12		3. EFFECTIVE DATE 1/1/2016		4. REQUISITION/PURCHASE REQ. NO.		5. PROJECT NO. (if applicable)	
6. ISSUED BY General Services Administration Services Acquisition Branch 2300 Main Street KANSAS CITY, MO 64108 United States		CODE 6P1QC		7. ADMINISTERED BY (if other than Item 6) St Louis East Field Office A 1222 Spruce St Rm 1300 SAINT LOUIS, MO 63101-2818 United States		CODE 6P1SEA	
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code) URBAN SERVICES GROUP, INC. 120 HAMMOND DRIVE ATLANTA, GA 30328 GA USA DUNS: 933708141 Cage Code:				<input checked="" type="checkbox"/> 9A. AMENDMENT OF SOLICITATION NO. <input type="checkbox"/> 9B. DATED (SEE ITEM 11) <input checked="" type="checkbox"/> 10A. MODIFICATION OF CONTRACT/ORDER NO. GS-06P-12-GX-D-0021 <input checked="" type="checkbox"/> 10B. DATED (SEE ITEM 13) 6/11/2012			
CODE		FACILITY CODE					

11. THIS ITEM ONLY APPLIES TO AMENDMENTS OF SOLICITATIONS

☐ The above numbered solicitation is amended as set forth in Item 14. The hour and date specified for receipt of Offers ☐ is extended, ☐ is not extended.

Offers must acknowledge receipt of this amendment prior to the hour and date specified in the solicitation or as amended, by one of the following methods:
 (a) By completing items 8 and 15, and returning _____ copies of the amendment; (b) By acknowledging receipt of this amendment on each copy of the offer submitted; or (c) By separate letter or telegram which includes a reference to the solicitation and amendment numbers. FAILURE OF YOUR ACKNOWLEDGMENT TO BE RECEIVED AT THE PLACE DESIGNATED FOR THE RECEIPT OF OFFERS PRIOR TO THE HOUR AND DATE SPECIFIED MAY RESULT IN REJECTION OF YOUR OFFER. If by virtue of this amendment your desire to change an offer already submitted, such change may be made by telegram or letter, provided each telegram or letter makes reference to the solicitation and this amendment, and is received prior to the opening hour and date specified.

12. ACCOUNTING AND APPROPRIATION DATA (if required)
 Modification Obligation Amount: \$111,300.57

13. THIS ITEM ONLY APPLIES TO MODIFICATION OF CONTRACTS/ORDERS. IT MODIFIES THE CONTRACT/ORDER NO. AS DESCRIBED IN ITEM 14.

CHECK ONE	A. THIS CHANGE ORDER IS ISSUED PURSUANT TO: (Specify authority) THE CHANGES SET FORTH IN ITEM 14 ARE MADE IN THE CONTRACT ORDER NO. IN ITEM 10A.
<input type="checkbox"/>	
<input type="checkbox"/>	B. THE ABOVE NUMBERED CONTRACT/ORDER IS MODIFIED TO REFLECT THE ADMINISTRATIVE CHANGES (such as changes in paying office, appropriation date, etc.) SET FORTH IN ITEM 14, PURSUANT TO THE AUTHORITY OF FAR 43.103(b).
<input checked="" type="checkbox"/>	C. THIS SUPPLEMENTAL AGREEMENT IS ENTERED INTO PURSUANT TO AUTHORITY OF: 52.217-9 -- Option to Extend the Term of the Contract, 52.222-43 -- Fair Labor Standards Act and Service Contract Labor Standards -- Price Adj
<input type="checkbox"/>	D. OTHER (Specify type of modification and authority)


E. IMPORTANT: Contractor ☐ is not, ☒ is required to sign this document and return 1 copies to the issuing office.

14. DESCRIPTION OF AMENDMENT/MODIFICATION (Organized by UCF section headings, including solicitation/contract subject matter where feasible.)

Accounting information below, attached are the terms and conditions of the modification.

1B2F00369.2016.192X.06.P0625202.PG61.PGA47.K08..MO0106ZZ..... \$110,980.92
 1B2F00369.2016.192X.06.P0625202.PG61.PGK32.K08..MO0106ZZ..... \$319.65

Except as provided herein, all terms and conditions of the document referenced in Item 9A or 10A, as heretofore changed, remains unchanged and in full force and effect.

15A. NAME AND TITLE OF SIGNER (Type or print) STEPHEN R. BRYANT, PRESIDENT		16A. NAME AND TITLE OF CONTRACTING OFFICER (Type or print) Christina Pearce, Contracting Officer	
15B. CONTRACTOR/OFFEROR 	15C. DATE SIGNED 12/10/15	16B. UNITED STATES OF AMERICA CHRISTINA PEARCE <small>Digitally signed by CHRISTINA PEARCE DN: cn=CHRISTINA PEARCE, o=General Services Administration, ou=CHRISTINA PEARCE, email=CHRISTINA.PEARCE@GSA.GOV, c=US Date: 2015.12.10 14:57:47 -0500</small> (Signature of Contracting Officer)	16C. DATE SIGNED

Contract GS06P12GXD0021, Mechanical Maintenance 1222 Spruce Street. St. Louis MO is modified as follows:

1. Pursuant to FAR 52.217-9, the Government hereby exercises Option I for the period of January 1, 2016 through December 31, 2016.
2. Wage determination 2005 – 2309 (Rev.16) Dated 07/08/2015 is incorporated into the contract and shall be effective for January 1, 2016 through December 31, 2016.
3. The total contract price is hereby increased to \$5,145,138.06 from \$3,809,531.22 an increase of \$1,335,606.84 annually.
4. Effective January 1, 2016 the monthly price for CLIN 1001 has increased from \$100,534.97 to \$104,634.57 an increase of \$4,099.60.
 - CLIN: 1001 standard monthly services: \$96,645.00 monthly
 - PS04 Wage Adjustment: \$166.00 monthly
 - PS05 Additional Inventory: \$5,088.63 monthly
 - PS06 Wage Adjustment: \$260.00 monthly
 - PS07 Wage Adjustment: \$1,068.84 monthly
 - PS08 Water Treatment System: \$1,017.35 monthly
 - PS12 Wage Adjustment: \$388.75 monthly
 - TOTAL for CLIN 1001: \$104,634.57 monthly**
5. Effective January 1, 2016 the monthly price for CLIN 1002 shall be \$6,666.00 (Unchanged).
6. Total billable amount is: **\$111,300.57** (CLIN 1001 \$104,634.57 + CLIN 1002 \$6,666.00) for the period of January 1, 2016 through December 31, 2016.
7. Additional service rates are updated as follows for the period January 1, 2016 to December 31, 2016.
 - a. CLIN 1003 O & M services after normal duty hours are changed from \$56.74/hr to \$58.26/hr.
 - b. CLIN 1004 Repairs & miscellaneous labor services, normal duty hours are changed from \$38.50/hr to \$38.85/hr.
 - c. CLIN 1005 Repairs & miscellaneous labor services, after normal duty hours are changed from \$57.74/hr to \$58.26/hr.
8. All Option Periods will be converted to one year Option Periods (12 months). See attachment for a list of the Option Periods with associated CLINs from Section B of the contract. Out year pricing, shown in attachment is subject to Wage Determination increase(s).
9. The statement: **“The Contractor is required to solicit offers from more than one vendor unless the requirement is justified per FAR 6.302 or under the micro purchase threshold.”** Shall be incorporated into the contract.
10. The statement: **“Unused portions of the ARR, is property of the government, will be deobligated from the contract value each year, and deducted from the next monthly payment.”** Shall be incorporated into the contract.
11. The statement: **“G.3.K Payments for Reimbursable Building Operations Services: Reimbursable repairs, overtime maintenance, and agency reimbursable services need to**

have some form of documentation as identified by the COR, (For example: a GSA Form 2010 for services or a GSA Form 300 (Order for supplies or Services) signed by the Contracting Officer in advance of any work. Payments will be made upon receipt of an invoice from the Contractor to address listed on GSA procurement document.” Shall be incorporated into the contract.

12. The language on page 114 shall be replaced with the following: **“I.1.F FAR 52.216-19 Order Limitations, (b) Maximum order. The Contractor is not obligated to honor - (1) Any order for a single item in excess of \$150,000 (does not include monthly O&M Services referred to as CLIN X001 for each year of the contract); (2) Any orders for a combination of items in excess of \$150,000 (does not include monthly O&M Services referred to as CLIN X001 for each year of the contract”**
13. The Limitation of Government’s Obligation clause shall be incorporated into the contract (see attachment).
14. Contract modification PS03 – page 2 - #5 shall read: **“Option IV dates are changed to January 1, 2022 through December 31, 2022.”**
15. The vendor’s proposal dated October 28, 2015 is accepted and incorporated into the contract.
16. The contract period of performance is extended to December 31, 2016, due to the exercising of the option.
17. All other terms and conditions will remain unchanged.

Attachments:

Option Periods with CLINs
Limitations of Government’s Obligation
LOGO Payment Schedule
Web Vendor Payment Instructions
Contractors Proposal dated October 28, 2015

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Option I – January 1, 2016 through December 31, 2016			
CLIN	Description of Service	Unit	Price
1001	O&M Services	Per MO	\$104,634.57
1002	Maintenance Repair Services	Per MO	\$6,666.00
1003	O&M Services after normal duty hours	Per HR	\$58.26
1004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	\$38.85
1005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	\$58.26
1006	Parts / Materials Handling Fee	NET, +, -	15%
1007	Subcontractor Management Fee	NET, +, -	15%

Option II – January 1, 2017 through December 31, 2017			
CLIN	Description of Service	Unit	Price
2001	O&M Services	Per MO	
2002	Maintenance Repair Services	Per MO	
2003	O&M Services after normal duty hours	Per HR	
2004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	
2005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	
2006	Parts / Materials Handling Fee	NET, +, -	
2007	Subcontractor Management Fee	NET, +, -	

Option III – January 1, 2018 through December 31, 2018			
CLIN	Description of Service	Unit	Price
3001	O&M Services	Per MO	
3002	Maintenance Repair Services	Per MO	
3003	O&M Services after normal duty hours	Per HR	
3004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	
3005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	
3006	Parts / Materials Handling Fee	NET, +, -	
3007	Subcontractor Management Fee	NET, +, -	

Option IV – January 1, 2019 through December 31, 2019			
CLIN	Description of Service	Unit	Price
4001	O&M Services	Per MO	
4002	Maintenance Repair Services	Per MO	
4003	O&M Services after normal duty hours	Per HR	
4004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	
4005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	
4006	Parts / Materials Handling Fee	NET, +, -	

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4007	Subcontractor Management Fee	NET, +, -	
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Option V – January 1, 2020 through December 31, 2020

CLIN	Description of Service	Unit	Price
5001	O&M Services	Per MO	\$
5002	Maintenance Repair Services	Per MO	\$
5003	O&M Services after normal duty hours	Per HR	\$
5004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	\$
5005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	\$
5006	Parts / Materials Handling Fee	NET, +, -	1
5007	Subcontractor Management Fee	NET, +, -	1

Option VI – January 1, 2021 through December 31, 2021

CLIN	Description of Service	Unit	Price
6001	O&M Services	Per MO	\$
6002	Maintenance Repair Services	Per MO	\$
6003	O&M Services after normal duty hours	Per HR	\$
6004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	\$
6005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	\$
6006	Parts / Materials Handling Fee	NET, +, -	\$
6007	Subcontractor Management Fee	NET, +, -	\$

Option VII – January 1, 2022 through December 31, 2022

CLIN	Description of Service	Unit	Price
7001	O&M Services	Per MO	\$
7002	Maintenance Repair Services	Per MO	\$
7003	O&M Services after normal duty hours	Per HR	\$
7004	Repair and Miscellaneous Labor Services; Normal Duty Hours	Per HR	\$
7005	Repair and Miscellaneous Labor Services; Other than Normal Duty Hours	Per HR	\$
7006	Parts / Materials Handling Fee	NET, +, -	
7007	Subcontractor Management Fee	NET, +, -	

LIMITATION OF GOVERNMENT'S OBLIGATION

(a) Contract line item X001 and X002 is incrementally funded. The sum of \$111,300.57 is presently available for payment and allotted to this contract. An allotment schedule is contained in Paragraph (J) of this clause.

(b) For item(s) identified in paragraph (a) of this clause, the Contractor agrees to perform up to the point at which the total amount payable by the Government, including reimbursement in the event of termination of those item(s) for the Government's convenience, approximates the total amount currently allotted to the contract. The Contractor is not authorized to continue work on those item(s) beyond that point. The Government will not be obligated in any event to reimburse the Contractor in excess of the amount allotted to the contract for those item(s) regardless of anything to the contrary in the clause entitled "Termination for Convenience of the Government." As used in this clause, the total amount payable by the Government in the event of termination of applicable contract line item(s) for convenience includes costs, profit, and estimated termination settlement costs for those item(s).

(c) Notwithstanding the dates specified in the allotment schedule in paragraph (j) of this clause, the Contractor shall be notified that funding is available by email (as annotated on the award document) to the contractor 15 days prior to the incremental funding dates as outlined in Paragraph J. Notice of funding will also be provided via a website (<https://finance3.gsa.gov>). If after such notification additional funds are not allotted prior to the expiration date, the Contracting Officer will terminate any item(s) for which additional funds have not been allotted, pursuant to the clause of this contract entitled "Termination for Convenience of the Government."

(d) When additional funds are allotted for continued performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor agrees to continue performance in accordance with the contract. The provisions of paragraphs (b) and (d) of this clause will apply in like manner to the additional allotted funds and agreed substitute date.

(e) If, solely by reason of failure of the Government to allot additional funds, by the dates indicated below in Paragraph J, in amounts sufficient for timely performance of the contract line item(s) identified in paragraph (a) of this clause, the Contractor incurs additional costs or is delayed in the performance of the work under this contract and if additional funds are allotted, an equitable adjustment will be made in the price or prices (including appropriate target, billing, and ceiling prices where applicable) of the item(s), or in the time of delivery, or both. Failure to agree to any such equitable adjustment hereunder will be a dispute concerning a question of fact within the meaning of the clause entitled "Disputes."

(f) The Government may at any time prior to termination allot additional funds for the performance of the contract line item(s) identified in paragraph (a) of this clause.

(g) The termination provisions of this clause do not limit the rights of the Government under the clause entitled "Default." The provisions of this clause are limited to the work and allotment of funds for the contract line item(s) set forth in paragraph (a) of this clause. This

clause no longer applies once the contract is fully funded except with regard to the rights or obligations of the parties concerning equitable adjustments negotiated under paragraphs (d) and (e) of this clause.

(h) Nothing in this clause affects the right of the Government to terminate this contract pursuant to the clause of this contract entitled "Termination for Convenience of the Government."

(i) Nothing in this clause shall be construed as authorization of voluntary services whose acceptance is otherwise prohibited under 31 U.S.C. § 1342.

(j) The parties contemplate that the Government will allot funds to this contract in increments from the date of award in accordance with the following schedule:

On Execution of Contract Award Date: January 1, 2016	\$111,300.57
February 1, 2016	\$111,300.57
March 1, 2016	\$111,300.57
April 1, 2016	\$111,300.57
May 1, 2016	\$111,300.57
June 1, 2016	\$111,300.57
July 1, 2016	\$111,300.57
August 1, 2016	\$111,300.57
September 1, 2016	\$111,300.57
October 1, 2016	\$111,300.57
November 1, 2016	\$111,300.57
December 1, 2016	\$111,300.57

WebVendor Access

Below are basic instructions for invoicing online. Please recommend this method to submit invoices in order to avoid potential invoicing errors. Below are screen shots to assist in submitting the first electronic invoice. If, however, the vendor has any problems, please have them attach a copy of the error message received with "cgb" in the subject line and forward to FW-PaymentSearch@gsa.gov. Sending a screenshot along with the error message will help finance to expedite any errors.

To submit an invoice electronically, go to <https://finance3.gsa.gov>

Accept the PII notice.

Click on "Click here to Login".

Accept the PII notice.

Enter your password and click "login." NOTE: DO NOT USE THE ENTER KEY. USE THE MOUSE TO CLICK ON "LOGIN". Please note that using "cut and paste" may not work. You may need to type your password . It is not case sensitive.

- Select "submit invoice".
 - Select "All POs".
 - Find the ACT# or PDN# you are invoicing against and select it.
 - A form will appear that you fill in with your invoice information.
 - Note: if you are resubmitting a rejected invoice, add an "R" or an "A" to the number. The system will not let you use an invoice number you have used before.
 - Fill in the information requested. All fields marked with an asterisk (*) are required fields. PLEASE NOTE: ORDERS BEGINNING WITH "1B" ARE REQUIRED TO ENTER "BEGIN DATE" AND "END DATE".
- When complete, click "continue". If you have made any errors, you will receive an error message. (Worth noting: invoice numbers should contain no dashes or spaces, dates are in mm/dd/yyyy format, money amounts have no \$ signs or commas, only a decimal point.) Correct the error and click "continue" again.

You will have an opportunity to upload any backup material as one attachment after clicking "submit" on the **next** screen. *Note: File name should be 8 characters + extension only, please do not use special characters such as ~!@#\$\$%^&*()+{ }][|;'<>,.? or spaces. Attachments can not be over 4 to 5 megabytes in size.*

If you have questions please e-mail FW-PaymentSearch.finance@gsa.gov .

If you encounter difficulties, please send a screen shot when you receive an error message so the problem may be addressed.

If you do not have a password, go to finance3.gsa.gov and click on "Get a Password for Payment Searches" under "Quick References" on the left side of the screen.

Fill out the form and submit. You should receive your password within 24 hours.

Please note that you must wait until the next business day to use a new password.

Please bear in mind the system allows for 3 email addresses. Those are the individuals authorized to receive the password from us. The password allows access to the Finance website for entering and tracking invoices. The three email addresses listed will also be where payment notifications will be sent.

Please bear in mind, you can enter only ONE LINE ITEM for the total work performed, goods/services, etc. You DO NOT have to provide a DETAILED INVOICE electronically. You may want to contact your GSA Representative to see what information/documents they require and how they would like them submitted.

SCREEN #1

GSA Services
The American Public
Government Agencies
Business and Industry

You can not submit an invoice # that has been previously submitted to GSA under any PO. The invoice # must be unique.
Invoice Review and Submission Note: Your input will not be final until you click the Submit Invoice button.

Invoice Header

Invoice Date: 1/4/2011
Invoice Number: 123456
ACT Number:
Pegasys Doc No.: auto entered
Discount Days: 0
Discount Percentage: 0 %
1% Enter as 1, 1/2% Enter as 0.5, 1/4% Enter as 0.25

Vendor Reference Information

Name: Your Vendor Name
Address 1: Address
Address 2: SUITE K
Address 3:
City: Vendor City
State: IN
Zip Code:
 This information must be entered by Vendor
 Information automatically in system

Do NOT use \$ or comma in fields 1/4/2011
 You must include either a service period for the invoice OR a Ship date

Delete	Line No.	Quantity*	Unit*	Unit Cost	Amount*	Item No.	Description*	Ship Date	Begin Date	End Date
<input type="checkbox"/>	1	1	EA	200.00	200.00		describe goods or service:		12/01/2010	12/30/2010
<input type="checkbox"/>	2	1	EA	6500.00	6500.00		goods delivered	12/15/2010		

Invalid Total Amount. The Sum of Tax Amount, Shipping Amount and each line Amount should be equal to Total PO Amount.

Invoice Service Period

Delete	Line No.	Quantity*	Unit*	Unit Cost	Amount*	Item No.	Description*	Ship Date	Begin Date	End Date
<input type="checkbox"/>	1	1	EA	200.00	200.00		describe goods or service:		12/01/2010	12/30/2010
<input type="checkbox"/>	2	1	EA	6500.00	6500.00		goods delivered	12/15/2010		

Invalid Total Amount. The Sum of Tax Amount, Shipping Amount and each line Amount should be equal to Total PO Amount.

Add a New Invoice Detail Line Delete Marked Invoice Line

Purchase Order Information

PO Number: GS
PO Amount: PO \$
PO Open Balance: PO Balance
Contract Number: Contract #
Contracting Officer:

Invoice Amount

Tax Amount: 0
Shipping Amount: 0
Total Amount: 6700.00
 Information must be entered by Vendor
 Information automatically entered by system
 Total Amount MUST EQUAL amount for all lines (or an individual line). THIS IS NOT A CALCULATED FIELD. If total amount is incorrect it will say you.

Continue

Please verify all data in blue text below.
Important: Your input will not be final until you click the "Submit Invoice For Payment" button.

Your Vendor Name
Vendor Address
Vendor City, State, Zip

Invoice Date: 1/4/2011
Invoice #: 123456

When the Invoice Information is entered correctly, click on the "Continue" box in SCREEN #2.

BILL TO:
General Services Administration
Account Payable Branch (78CP)
P.O. Box 17181
Fort Worth, TX 76102-0181

This is the next screen that will appear. Once you review all the data to ensure the invoice is correct, click on the "Submit Invoice for Payment."

GSA Act #:

Discount: 0%

PO Number: PO #

Discount Days: 0

Contract #: Contract #

Contact Info:

Automatically Entered by System

Row#	Qty	Unit	Unit Cost	Total Amount	Item No	Description	Ship Date	Service Begin Date	Service End Date
1	1	EA	\$200.00	\$200.00		describe goods or services		12/01/2010	12/30/2010
2	1	EA	\$6,500.00	\$6,500.00		goods delivered	12/15/2010		

Tax Amount \$0.00

Shipping Amount \$0.00

Total Amount \$6,700.00

Your Invoice is not complete until you click here

[Submit Invoice For Payment](#)

[Back](#)

URBAN SERVICES GROUP, INC.
120 HAMMOND DRIVE
ATLANTA, GEORGIA 30328
TEL. 404-315-1940 FAX 404-315-8092

October 28, 2015

Mailed and e-mailed on 10/28/15

General Services Administration
Service Center Division Service Contracts Branch
1500 E. Bannister Road
Kansas City, MO 64131
Attn. Ms. Christy Pearce, Contracting Officer

Re Contract GS-06P-12-GX-D-0021, Operations and Maintenance Services at the Robert A. Young Federal Building, St. Louis, MO

Dear Ms. Pearce:

In accordance with FAR 52.222-43, Fair Labor Standards Act and Service Contract Act, Price Adjustment (Multiple Year and Option Contracts), attached is our proposal for an equitable adjustment in the Option Year I pricing for the referenced Contract based upon a increase in the Wage Determination (WD) Number 2005-2309, Revision Number 16, dated 7/8/15 Health and Welfare (H&W) benefit hourly rate (attached). The details of our proposed contract price adjustment are attached and summarized below.

Specifically, Attachment 1 shows our current Option Year I labor cost before the WD hourly H&W rate increase (please note that the hourly H&W benefit rate is included in our employee's hourly wage rate). We have also attached our most recent payroll register and documentation of our Workers Comp, Insurance rate. Attachment 2 shows the Option Year I labor cost after incorporating the new WD H&W hourly rate increase. Attachment 3 shows that the labor cost increase on a monthly basis is \$388.75. Attachment 4 shows the Option Year I CLIN 1001 price before the labor cost increase which includes the original Option Year I CLIN 1001 bid plus all contract price modifications. Attachment 5 shows that the new Option Year I Contract price is \$111,300.57 per month. This pricing, once approved, will become effective January 1, 2016.

Finally, Attachment 6 shows the proposed changes in the hourly rates for Additional Services. The increase in these hourly rates is based upon using the same percentage increase in total labor cost after incorporating the new WD H&W hourly rate increase. We would appreciate you incorporating these new hourly rates into the contract modification.

Separately, per your request, we have attached our updated Quality Control Plan and Certificate of Insurance.

If you have any questions, please call.

Regards,

(b) (6)

Stephen R. Bryant
President

Contract No. GS-06P-12-GX-D-0021, Operation and Maintenance Services at the Robert A. Young Federal Building - Wage Determination Change, Effective January 1, 2016

Option Year I Labor Cost Before WD Change

Attachment 1

(Code)		FTE	Rate*	Hours	Wages	FICA	Fu/Sui	Fringe	W/C	Total
(1312)	Secretary II	1.00	21.87	2080	45490	3480	664	0	2046	51680
(23410)	HVAC Mechanic	3.00	26.41	6240	164798	12607	664	0	7411	185480
(14045)	Computer Operator V	1.00	30.18	2080	62774	4802	664	0	2823	71064
(23160)	Maintenance Electrician	1.00	34.83	2080	72446	5542	664	0	3258	81910
(23370)	General Maintenance Worker	1.00	24.69	2080	51355	3929	664	0	2309	58257
(23580)	Maintenance Trades Helper	1.00	22.39	2080	46571	3563	664	0	2094	52892
Total Labor Option Year I		8.00		16640	443435	33923	3984	0	19941	501283

* Hourly wage rate includes Hourly Health & Welfare Benefit Hourly rate of \$4.02.

Option Year I Labor Cost After WD Change - Effective January 1, 2016

Attachment 2

(Code)		FTE	Rate*	Hours	Wages	FICA	Fu/Sui	Fringe	W/C	Total
(1312)	Secretary II	1.00	22.12	2080	46010	3520	664	0	2069	52262
(23410)	HVAC Mechanic	3.00	26.66	6240	166358	12726	664	0	7481	187230
(14045)	Computer Operator V	1.00	30.43	2080	63294	4842	664	0	2846	71647
(23160)	Maintenance Electrician	1.00	35.08	2080	72966	5582	664	0	3281	82494
(23370)	General Maintenance Worker	1.00	24.94	2080	51875	3968	664	0	2333	58840
(23580)	Maintenance Trades Helper	1.00	22.64	2080	47091	3602	664	0	2118	53475
Total Labor Option Year I		8.00		16640	447595	34241	3984	0	20128	505948

* Hourly wage rate includes Hourly Health & Welfare Benefit Hourly rate of \$4.27

All numbers are rounded.

Labor Option Year I Wage Determination Price Adjustment

Attachment 3

Labor Cost Prior to Wage Determination Change
Yearly
501,283.00
Monthly
41,773.58

Labor Cost After Wage Determination Change
Yearly
505,948.00
Monthly
42,162.33

Labor Cost Increase
Monthly
388.75

Use or disclosure of this data is subject to the restriction on the title page of this proposal.

Contract No. GS-06P-12-GX-D-0021, Operation and Maintenance Services at the Robert A. Young Federal Building - Wage Determination Change, Effective January 1, 2016

Contract Modifications to the Original Option Year I Bid Price for Operations and Maintenance Services Attachment 4

	Option Year I Contract Price Monthly
<u>CLIN 1001</u>	
Original Bid Contract Price	96,645.00
Wage Adjustment MOD PS04	166.00
Contract Price Increase for Equipment Inventory Adjustment MOD PS05	5,088.63
Wage Adjustment MOD PS06	260.00
Wage Adjustment MOD PS07	1,068.84
Contract Price Increase for Scale Free Water Treatment MOD PS08	<u>1,017.35</u>
Total CLIN 1001 Operations and Maintenance Services Option Year I Contract Price	104,245.82

Option Year I Contract Price Adjustment

Attachment 5

	Option Year I Contract Before WD Change Monthly	Base Period WD Labor Cost Increase Monthly	New Base Period Contract Price Monthly
<u>CLIN</u>			
0001 Operations and Maintenance Services	104,245.82	388.75	104,634.57
0002 Maintenance Repair Services	<u>6,666.00</u>	<u>NA</u>	<u>6,666.00</u>
Total	110,911.82	388.75	111,300.57

Option Year I Contract Hourly Rate Adjustment

Attachment 6

	<u>Current</u>	<u>New</u>
O&M Services After Normal Duty Hours	57.74/hour	58.26/hour
Repair and Miscellaneous Labor Services; Normal Duty Hours	38.50/hour	38.85/hour
Repair and Miscellaneous Labor Services; Other Than Normal Duty Hours	57.74/hour	58.26/hour

Note: The increase in hourly rates are based upon the same percentage increase in total labor cost (+0.9%).

Payroll Register

Urban Services Group Inc (B0599)

Check Date: 10/23/2015

Process: 2015102301

Pay Period: 10/03/2015 to 10/16/2015

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Report Parameters

Department: USGRAY

Process Date Range: 10/23/2015-01 to 10/23/2015-01

Sort Order: N/A

Show Employees: Y

Show Department: N

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	120433
Emp Id	REG	80.00	30.00	2,400.00	FITW	M-4	4,235.76	498.84	GARN	479.48	Type	Regular
Rate	30.00 OT	27.60	45.00	1,242.00	MED		4,235.76	61.42			Chk Date	10/23/2015
Freq	B HOL	8.00	30.00	240.00	SS		4,235.76	262.62			Net	2,717.04
	HW		4.02	353.76	MO	M-4	4,235.76	174.00			Dir Dep	2,717.04
					MO-STL1		4,235.76	42.36				
Totals		115.60		4,235.76	Totals			1,039.24	Totals		479.48	

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	120432
Emp Id	5 REG	48.50	18.37	890.95	FITW	M-0	1,802.40	185.26			Type	Regular
Rate	18.37 BRVMT	8.00	18.37	146.96	MED		1,802.40	26.17			Chk Date	10/23/2015
Freq	B HOL	8.00	18.37	146.96	SS		1,802.40	111.76			Net	1,402.19
	HW		4.02	323.61	MO	M-0	1,802.40	59.00			Dir Dep	1,402.19
	VAC	16.00	18.37	293.92	MO-STL1		1,802.40	18.02				
Totals		80.50		1,802.40	Totals			400.21	Totals			

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	120427
Emp Id	570300 REG	56.00	22.39	1,253.84	FITW	S-2	2,112.80	267.38	GARN	40.00	Type	Regular
Rate	22.39 HOL	8.00	22.39	179.12	MED		2,112.80	30.64			Chk Date	10/23/2015
Freq	B HW		4.02	321.60	SS		2,112.80	131.00			Net	1,545.65
	VAC	16.00	22.39	358.24	MO	H-1	2,112.80	77.00			Dir Dep	1,545.65
					MO-STL1		2,112.80	21.13				
Totals		80.00		2,112.80	Totals			527.15	Totals		40.00	

	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	120425
Emp Id	REG	69.00	22.10	1,524.90	FITW	M-0	2,604.86	325.63			Type	Regular
Rate	22.10 OT	5.30	33.15	175.70	MED		2,604.86	37.77			Chk Date	10/23/2015
Freq	B HOL	8.00	22.10	176.80	SS		2,604.86	161.50			Net	1,944.91
	HW		4.02	373.86	MO	M-0	2,604.86	109.00			Dir Dep	1,944.91
	VAC	16.00	22.10	353.60	MO-STL1		2,604.86	26.05				
Totals		98.30		2,604.86	Totals			659.95	Totals			

Paylocity Corporation
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Payroll Register

Check Date: 10/23/2015

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Urban Services Group Inc (B0599)

Process: 2015102301

Pay Period: 10/03/2015 to 10/16/2015

Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vchr	120424
500170	REG	72.00		3,020.77	FITW	S-1	3,020.77	532.84			Type	Regular
Salary	3020.77	HOL	8.00		MED		3,020.77	43.80			Chk Date	10/23/2015
Freq	B				SS		3,020.77	187.29			Net	2,084.63
					MO	S-1	3,020.77	142.00			Dir Dep	2,084.63
					MO-STL1		3,020.77	30.21				
Totals		80.00		3,020.77	Totals			936.14	Totals			
500170	REG	80.00	30.81	2,464.80	FITW	M-0	4,340.57	678.89			Type	Regular
Rate	30.81	OT	27.60	46.22	1,275.53	MED	4,340.57	62.94			Chk Date	10/23/2015
Freq	B	HOL	8.00	30.81	246.48	SS	4,340.57	269.12			Net	3,086.21
		HW		4.02	353.76	MO	4,340.57	200.00			Dir Dep	3,086.21
					MO-STL1		4,340.57	43.41				
Totals		115.60		4,340.57	Totals			1,254.36	Totals			
500170	REG	80.00	17.85	1,428.00	FITW	S-3	2,272.64	268.88	EFTCS	233.54	Type	Regular
Rate	17.85	OT	13.00	26.78	348.08	MED	2,272.64	32.95			Chk Date	10/23/2015
Freq	B	HOL	8.00	17.85	142.80	SS	2,272.64	140.90			Net	1,510.64
		HW		4.02	353.76	MO	2,272.64	63.00			Dir Dep	1,510.64
					MO-STL1		2,272.64	22.73				
Totals		101.00		2,272.64	Totals			528.46	Totals	233.54		
500170	REG	80.00	22.39	1,791.20	FITW	M-0	3,186.91	392.94			Type	Regular
Rate	22.39	OT	19.40	33.59	651.55	MED	3,186.91	46.21			Chk Date	10/23/2015
Freq	B	HOL	8.00	22.39	179.12	SS	3,186.91	197.59			Net	2,397.30
		HW		4.02	385.92	MO	3,186.91	121.00			Dir Dep	2,397.30
		VAC	8.00	22.39	179.12	MO-STL1	3,186.91	31.87				
Totals		115.40		3,186.91	Totals			789.61	Totals			
500170	REG	80.00	22.39	1,791.20	FITW	M-2	2,508.80	265.07			Type	Regular
Rate	22.39	OT	5.50	33.59	184.72	MED	2,508.80	36.38			Chk Date	10/23/2015
Freq	B	HOL	8.00	22.39	179.12	SS	2,508.80	155.55			Net	1,919.71
		HW		4.02	353.76	MO	2,508.80	107.00			Dir Dep	1,919.71
					MO-STL1		2,508.80	25.09				
Totals		93.50		2,508.80	Totals			589.09	Totals			


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Payroll Register

Check Date: 10/23/2015

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Urban Services Group Inc (B0599)

Pay Period: 10/03/2015 to 10/16/2015

Emp Id	Code	Hours	Rate	Amount	Code	Status	Taxable	Amount	Code	Amount	Vehr	120426
	REG	80.00	26.28	2,102.40	FITW	S-0	2,883.21	536.91			Type	Regular
Rate	26.28	OT	5.50	39.42	MED		2,883.21	41.81			Chk Date	10/23/2015
Freq	B	HOL	8.00	26.28	SS		2,883.21	178.76			Net	1,992.73
		HW		4.02	MO	S-1	2,883.21	133.00			Dir Dep	1,992.73
Totals		93.50		2,883.21	Totals			890.48	Totals			

Employees	10	Code	Hours	Amount	Code	Taxable	Amount	Code	Amount	Chk/Vehr	10
Female	0	REG	725.50	18,668.06	FITW	28,968.72	3,952.64	EFTCS	233.34	Checks	0
Male	9	OT	103.90	4,094.39	MED	28,968.72	420.09	GARN	519.48	Vouchers	10
		BRVMT	8.00	146.96	SS	28,968.72	1,796.09			Net	20,601.01
		HOL	80.00	1,700.64	MO	28,968.72	1,185.00			Dir Dep	20,601.01
		HW		3,173.79	MO-STL1	26,085.51	260.87			Chk	0.00
		VAC	56.00	1,184.88							
Totals			973.40	28,968.72	Totals		7,614.69	Totals		753.02	



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WORKERS' COMPENSATION

CARRIER

Travelers Insurance Companies
A.M. Best rated A++ (Superior), XV

POLICY PERIOD

June 23, 2015 to June 23, 2016

COVERAGE

A) Workers Compensation: Statutory Limits (AL, CA, FL, GA, IA, KS, MI, MO, TN)

B) Employer's Liability: \$1,000,000 Each Accident
\$1,000,000 Disease/Policy Limit
\$1,000,000 Disease/Per Employee

Deductible: \$2,500 Each Occurrence, except:
\$0 Michigan
\$0 Iowa

EXPOSURE

State	Classification	Code	Payroll	Net Rate/ 100
AL	Buildings Operations: Professional Employees & Property Managers	9012	\$61,470	3.083
AL	Maintenance Services By Contractor	9014	\$151,470	5.691
CA	Building Operation - Property Management Supervisors	8740	\$583,183	3.792
CA	Building Operation - Commercial Properties - All Other Employees	9009	\$1,169,680	9.222
FL	Buildings Operations: Professional Employees & Property Managers	9012	\$137,770	1.714
GA	Automobile Parking Lot	8392	\$166,888	4.559
GA	Clerical Office Employees	8810	\$566,922	0.397
IA	Buildings Operations: Professional Employees & Property Managers	9012	\$66,260	3.451
IA	Maintenance Services By Contractor	9014	\$105,352	6.728
KS	Buildings Operations: Professional Employees & Property Managers	9012	\$197,268	2.094
KS	Maintenance Services By Contractor	9014	\$208,862	4.493
MI	Maintenance Services By Contractor	9015	\$619,881	4.328
MO	Buildings Operations: Professional Employees & Property Managers	9012	\$127,531	2.331
MO	Maintenance Services By Contractor	9014	\$420,722	4.497
TN	Buildings Operations: Professional Employees & Property Managers	9012	\$122,630	2.304
TN	Maintenance Services By Contractor	9014	\$917,791	4.273
Total Estimated Annual Payroll			\$5,623,680	

NCCI Experience Rating Modification Factor: 1.23 (Effective 06/23/2015)

CA Experience Rating Modification Factor: 0.97 (Effective 06/23/2015)

MI Experience Rating Modification Factor: 1.00 (Effective 06/23/2015)



2005230916

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Daniel W. Simms
Director

Division of
Wage Determinations

Wage Determination No.: 2005-2309
Revision No.: 16
Date Of Last Revision: 07/08/2015

Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Service Contract Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

States: Illinois, Missouri

Area: Illinois Counties of Alexander, Bond, Calhoun, Clay, Clinton, Effingham, Fayette, Franklin, Hamilton, Jackson, Jefferson, Jersey, Johnson, Madison, Marion, Massac, Monroe, Perry, Pope, Pulaski, Randolph, Saline, St Clair, Union, Washington, Wayne, Williamson

Missouri Counties of Audrain, Boone, Callaway, Clark, Cole, Crawford, Franklin, Gasconade, Jefferson, Knox, Lewis, Lincoln, Marion, Monroe, Montgomery, Osage, Pike, Ralls, Randolph, Scotland, Shelby, St Charles, St Francois, St Louis, Ste Genevieve, Warren, Washington

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.10
01012 - Accounting Clerk II		15.83
01013 - Accounting Clerk III		18.57
01020 - Administrative Assistant		24.14
01040 - Court Reporter		19.05
01051 - Data Entry Operator I		12.22
01052 - Data Entry Operator II		14.40
01060 - Dispatcher, Motor Vehicle		19.05
01070 - Document Preparation Clerk		13.51
01090 - Duplicating Machine Operator		13.51
01111 - General Clerk I		12.33
01112 - General Clerk II		15.00
01113 - General Clerk III		17.07
01120 - Housing Referral Assistant		20.96
01141 - Messenger Courier		11.61
01191 - Order Clerk I		12.99
01192 - Order Clerk II		14.18
01261 - Personnel Assistant (Employment) I		16.33
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		20.73
01270 - Production Control Clerk		20.73

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01280 - Receptionist	15.10
01290 - Rental Clerk	16.06
01300 - Scheduler, Maintenance	15.96
01311 - Secretary I	15.96
01312 - Secretary II	17.85
01313 - Secretary III	20.96
01320 - Service Order Dispatcher	18.12
01410 - Supply Technician	22.39
01420 - Survey Worker	19.05
01531 - Travel Clerk I	11.94
01532 - Travel Clerk II	12.86
01533 - Travel Clerk III	13.72
01611 - Word Processor I	13.51
01612 - Word Processor II	16.06
01613 - Word Processor III	19.05
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	22.80
05010 - Automotive Electrician	20.59
05040 - Automotive Glass Installer	19.74
05070 - Automotive Worker	19.74
05110 - Mobile Equipment Servicer	18.01
05130 - Motor Equipment Metal Mechanic	21.46
05160 - Motor Equipment Metal Worker	19.74
05190 - Motor Vehicle Mechanic	20.40
05220 - Motor Vehicle Mechanic Helper	16.72
05250 - Motor Vehicle Upholstery Worker	18.88
05280 - Motor Vehicle Wrecker	19.74
05310 - Painter, Automotive	20.59
05340 - Radiator Repair Specialist	19.74
05370 - Tire Repairer	15.80
05400 - Transmission Repair Specialist	21.46
07000 - Food Preparation And Service Occupations	
07010 - Baker	12.77
07041 - Cook I	11.02
07042 - Cook II	12.07
07070 - Dishwasher	8.11
07130 - Food Service Worker	10.05
07210 - Meat Cutter	16.34
07260 - Waiter/waitress	8.69
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.56
09040 - Furniture Handler	13.35
09080 - Furniture Refinisher	20.56
09090 - Furniture Refinisher Helper	16.55
09110 - Furniture Repairer, Minor	18.84
09130 - Upholsterer	22.61
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	11.74
11060 - Elevator Operator	11.10
11090 - Gardener	16.03
11122 - Housekeeping Aide	11.46
11150 - Janitor	11.46
11210 - Laborer, Grounds Maintenance	12.55
11240 - Maid or Houseman	8.62
11260 - Pruner	11.10
11270 - Tractor Operator	15.03
11330 - Trail Maintenance Worker	12.55
11360 - Window Cleaner	13.02
12000 - Health Occupations	
12010 - Ambulance Driver	17.73
12011 - Breath Alcohol Technician	16.55
12012 - Certified Occupational Therapist Assistant	21.69
12015 - Certified Physical Therapist Assistant	20.81

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12020 - Dental Assistant	16.87
12025 - Dental Hygienist	29.20
12030 - EKG Technician	22.64
12035 - Electroneurodiagnostic Technologist	22.64
12040 - Emergency Medical Technician	19.90
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.55
12073 - Licensed Practical Nurse III	18.46
12100 - Medical Assistant	13.28
12130 - Medical Laboratory Technician	17.14
12160 - Medical Record Clerk	14.89
12190 - Medical Record Technician	15.83
12195 - Medical Transcriptionist	16.10
12210 - Nuclear Medicine Technologist	31.23
12221 - Nursing Assistant I	10.22
12222 - Nursing Assistant II	11.49
12223 - Nursing Assistant III	12.54
12224 - Nursing Assistant IV	14.07
12235 - Optical Dispenser	16.07
12236 - Optical Technician	15.99
12250 - Pharmacy Technician	15.52
12280 - Phlebotomist	14.07
12305 - Radiologic Technologist	25.09
12311 - Registered Nurse I	26.36
12312 - Registered Nurse II	29.18
12313 - Registered Nurse II, Specialist	29.18
12314 - Registered Nurse III	35.30
12315 - Registered Nurse III, Anesthetist	35.30
12316 - Registered Nurse IV	42.33
12317 - Scheduler (Drug and Alcohol Testing)	20.03
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.31
13012 - Exhibits Specialist II	22.69
13013 - Exhibits Specialist III	27.76
13041 - Illustrator I	20.80
13042 - Illustrator II	25.56
13043 - Illustrator III	30.15
13047 - Librarian	26.36
13050 - Library Aide/Clerk	12.34
13054 - Library Information Technology Systems Administrator	23.81
13058 - Library Technician	14.61
13061 - Media Specialist I	17.18
13062 - Media Specialist II	19.21
13063 - Media Specialist III	21.43
13071 - Photographer I	16.71
13072 - Photographer II	18.69
13073 - Photographer III	23.16
13074 - Photographer IV	27.91
13075 - Photographer V	33.77
13110 - Video Teleconference Technician	17.77
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.04
14042 - Computer Operator II	19.06
14043 - Computer Operator III	21.26
14044 - Computer Operator IV	23.61
14045 - Computer Operator V	26.16
14071 - Computer Programmer I	22.01
14072 - Computer Programmer II	26.17
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)

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14103 - Computer Systems Analyst III	(see 1)	
14150 - Peripheral Equipment Operator		18.26
14160 - Personal Computer Support Technician		25.31
15000 - Instructional Occupations		
15010 - Aircrew Training Devices Instructor (Non-Rated)		34.92
15020 - Aircrew Training Devices Instructor (Rated)		42.25
15030 - Air Crew Training Devices Instructor (Pilot)		50.64
15050 - Computer Based Training Specialist / Instructor		33.63
15060 - Educational Technologist		28.74
15070 - Flight Instructor (Pilot)		50.64
15080 - Graphic Artist		21.87
15090 - Technical Instructor		20.66
15095 - Technical Instructor/Course Developer		25.27
15110 - Test Proctor		16.67
15120 - Tutor		16.67
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations		
16010 - Assembler		9.18
16030 - Counter Attendant		9.18
16040 - Dry Cleaner		11.31
16070 - Finisher, Flatwork, Machine		9.18
16090 - Presser, Hand		9.18
16110 - Presser, Machine, Drycleaning		9.18
16130 - Presser, Machine, Shirts		9.18
16160 - Presser, Machine, Wearing Apparel, Laundry		9.18
16190 - Sewing Machine Operator		11.95
16220 - Tailor		12.63
16250 - washer, Machine		9.95
19000 - Machine Tool Operation And Repair Occupations		
19010 - Machine-Tool Operator (Tool Room)		22.05
19040 - Tool And Die Maker		25.72
21000 - Materials Handling And Packing Occupations		
21020 - Forklift Operator		19.14
21030 - Material Coordinator		20.64
21040 - Material Expediter		20.64
21050 - Material Handling Laborer		19.18
21071 - Order Filler		12.91
21080 - Production Line Worker (Food Processing)		18.77
21110 - Shipping Packer		13.96
21130 - Shipping/Receiving Clerk		13.96
21140 - Store Worker I		11.56
21150 - Stock Clerk		17.04
21210 - Tools And Parts Attendant		19.14
21410 - Warehouse Specialist		19.14
23000 - Mechanics And Maintenance And Repair Occupations		
23010 - Aerospace Structural Welder		26.30
23021 - Aircraft Mechanic I		25.34
23022 - Aircraft Mechanic II		26.30
23023 - Aircraft Mechanic III		27.31
23040 - Aircraft Mechanic Helper		19.24
23050 - Aircraft, Painter		24.07
23060 - Aircraft Servicer		21.72
23080 - Aircraft Worker		22.71
23110 - Appliance Mechanic		22.59
23120 - Bicycle Repairer		15.80
23125 - Cable Splicer		26.41
23130 - Carpenter, Maintenance		26.52
23140 - Carpet Layer		22.39
23160 - Electrician, Maintenance		30.81
23181 - Electronics Technician Maintenance I		24.18
23182 - Electronics Technician Maintenance II		25.38
23183 - Electronics Technician Maintenance III		26.95
23260 - Fabric Worker		20.13
23290 - Fire Alarm System Mechanic		23.21

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23310 - Fire Extinguisher Repairer		18.57
23311 - Fuel Distribution System Mechanic		22.56
23312 - Fuel Distribution System Operator		17.91
23370 - General Maintenance Worker		20.67
23380 - Ground Support Equipment Mechanic		25.34
23381 - Ground Support Equipment Servicer		21.72
23382 - Ground Support Equipment Worker		22.71
23391 - Gunsmith I		18.57
23392 - Gunsmith II		21.52
23393 - Gunsmith III		23.58
23410 - Heating, Ventilation And Air-Conditioning Mechanic		22.39
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)		23.24
23430 - Heavy Equipment Mechanic		23.21
23440 - Heavy Equipment Operator		25.39
23460 - Instrument Mechanic		21.16
23465 - Laboratory/Shelter Mechanic		22.59
23470 - Laborer		17.17
23510 - Locksmith		22.23
23530 - Machinery Maintenance Mechanic		27.80
23550 - Machinist, Maintenance		24.17
23580 - Maintenance Trades Helper		18.37
23591 - Metrology Technician I		21.16
23592 - Metrology Technician II		21.96
23593 - Metrology Technician III		22.79
23640 - Millwright		27.07
23710 - Office Appliance Repairer		22.23
23760 - Painter, Maintenance		23.03
23790 - Pipefitter, Maintenance		30.12
23810 - Plumber, Maintenance		28.85
23820 - Pneudraulic Systems Mechanic		23.58
23850 - Rigger		23.58
23870 - Scale Mechanic		21.52
23890 - Sheet-Metal Worker, Maintenance		26.55
23910 - Small Engine Mechanic		21.36
23931 - Telecommunications Mechanic I		24.81
23932 - Telecommunications Mechanic II		25.76
23950 - Telephone Lineman		23.55
23960 - Welder, Combination, Maintenance		23.21
23965 - Well Driller		23.21
23970 - Woodcraft Worker		23.58
23980 - Woodworker		18.57
24000 - Personal Needs Occupations		
24570 - Child Care Attendant		9.61
24580 - Child Care Center Clerk		13.39
24610 - Chore Aide		9.28
24620 - Family Readiness And Support Services Coordinator		13.20
24630 - Homemaker		13.20
25000 - Plant And System Operations Occupations		
25010 - Boiler Tender		25.70
25040 - Sewage Plant Operator		23.34
25070 - Stationary Engineer		25.70
25190 - Ventilation Equipment Tender		18.44
25210 - Water Treatment Plant Operator		23.34
27000 - Protective Service Occupations		
27004 - Alarm Monitor		17.23
27007 - Baggage Inspector		12.71
27008 - Corrections Officer		18.82
27010 - Court Security Officer		22.13
27030 - Detection Dog Handler		16.66
27040 - Detention Officer		18.82

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27070 - Firefighter		25.67
27101 - Guard I		12.71
27102 - Guard II		16.66
27131 - Police Officer I		22.39
27132 - Police Officer II		24.88
28000 - Recreation Occupations		
28041 - Carnival Equipment Operator		12.57
28042 - Carnival Equipment Repairer		13.41
28043 - Carnival Equipment Worker		8.87
28210 - Gate Attendant/Gate Tender		13.47
28310 - Lifeguard		11.59
28350 - Park Attendant (Aide)		15.07
28510 - Recreation Aide/Health Facility Attendant		11.00
28515 - Recreation Specialist		18.05
28630 - Sports Official		12.00
28690 - Swimming Pool Operator		16.53
29000 - Stevedoring/Longshoremen Occupational Services		
29010 - Blocker And Bracer		23.72
29020 - Hatch Tender		23.72
29030 - Line Handler		23.72
29041 - Stevedore I		22.09
29042 - Stevedore II		24.90
30000 - Technical Occupations		
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)		35.77
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)		24.66
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)		27.16
30021 - Archeological Technician I		19.36
30022 - Archeological Technician II		21.56
30023 - Archeological Technician III		25.04
30030 - Cartographic Technician		27.52
30040 - Civil Engineering Technician		22.72
30061 - Drafter/CAD Operator I		19.36
30062 - Drafter/CAD Operator II		21.56
30063 - Drafter/CAD Operator III		24.15
30064 - Drafter/CAD Operator IV		29.71
30081 - Engineering Technician I		17.67
30082 - Engineering Technician II		19.83
30083 - Engineering Technician III		22.18
30084 - Engineering Technician IV		27.48
30085 - Engineering Technician V		33.62
30086 - Engineering Technician VI		40.68
30090 - Environmental Technician		22.06
30210 - Laboratory Technician		20.55
30240 - Mathematical Technician		26.82
30361 - Paralegal/Legal Assistant I		20.04
30362 - Paralegal/Legal Assistant II		24.86
30363 - Paralegal/Legal Assistant III		30.37
30364 - Paralegal/Legal Assistant IV		36.75
30390 - Photo-Optics Technician		26.82
30461 - Technical Writer I		23.51
30462 - Technical Writer II		28.76
30463 - Technical Writer III		34.79
30491 - Unexploded Ordnance (UXO) Technician I		22.74
30492 - Unexploded Ordnance (UXO) Technician II		27.51
30493 - Unexploded Ordnance (UXO) Technician III		32.97
30494 - Unexploded (UXO) Safety Escort		22.74
30495 - Unexploded (UXO) Sweep Personnel		22.74
30620 - Weather Observer, Combined Upper Air or Surface Programs (see 2)		24.15
30621 - Weather Observer, Senior (see 2)		26.82
31000 - Transportation/Mobile Equipment Operation Occupations		
31020 - Bus Aide		12.28
31030 - Bus Driver		16.52

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31043 - Driver Courier		15.43
31260 - Parking and Lot Attendant		9.85
31290 - Shuttle Bus Driver		16.94
31310 - Taxi Driver		11.23
31361 - Truckdriver, Light		16.94
31362 - Truckdriver, Medium		17.97
31363 - Truckdriver, Heavy		20.79
31364 - Truckdriver, Tractor-Trailer		20.79
99000 - Miscellaneous Occupations		
99030 - Cashier		8.79
99050 - Desk Clerk		9.86
99095 - Embalmer		24.71
99251 - Laboratory Animal Caretaker I		10.84
99252 - Laboratory Animal Caretaker II		11.89
99310 - Mortician		30.54
99410 - Pest Controller		16.01
99510 - Photofinishing Worker		13.06
99710 - Recycling Laborer		18.45
99711 - Recycling Specialist		22.00
99730 - Refuse Collector		16.24
99810 - Sales Clerk		12.95
99820 - School Crossing Guard		9.90
99830 - Survey Party Chief		20.39
99831 - Surveying Aide		13.53
99832 - Surveying Technician		18.54
99840 - Vending Machine Attendant		12.95
99841 - Vending Machine Repairer		15.14
99842 - Vending Machine Repairer Helper		12.95

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.27 per hour or \$170.80 per week or \$740.13 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered

overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and

incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial

laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work,

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there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall

be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} when multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized

representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

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3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.